



HAZARA UNIVERSITY MANSEHRA

RULES FOR APPOINTMENT AGAINST DECEASED EMPLOYEES' QUOTA, 2023



AUGUST 26, 2023

61ST SYNDICATE

MEETINGS SECTION HAZARA UNIVERSITY MANSEHRA

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In exercise of the powers conferred under Section 31(2) of the Khyber Pakhtunkhwa Universities Act, 2012 (Amended), the Syndicate of Hazara University Mansehra framed the following Rules for appointment against Deceased Employees Quota.

1. Short Title, Commencement and Applicability:

- 1.1 These Rules shall be called 'Hazara University Mansehra Rules for appointment against Deceased Employees Quota, 2023'.
- 1.2 These Rules shall come into force at once;
- 1.3 These Rules shall supersede all previous Rules and orders on the subject and shall henceforth apply to all appointment cases against Deceased Employees Quota;
- 1.4 These Rules shall apply to all persons in the service of the University (including TTS employees), except:
 - a. a person appointed on contract / adhoc/ engaged on fixed pay;
 - b. a person serving in the University on deputation; and
 - c. the staff paid from contingencies or serving on work charge or part time basis or persons employed occasionally, whose appointments are governed by the letters of their appointments.

2. Definitions:

In these Rules, unless there is anything repugnant in the subject or context, the following expressions shall have the same meanings hereby respectively assigned to them; All other expressions shall have the same meaning(s) as assigned to them and as defined under the Act and the Statutes made thereunder;

- 2.1 'Act' means The Khyber Pakhtunkhwa Universities Act, 2012 (Amended);
- 2.2 'Age' means the age of the candidate for appointment on Deceased Employees Quota as per age prescribed for initial appointment in Hazara University Mansehra Statutes, for BPS-03 to 11;
- 2.3 'Authorized Officer' means the Officer(s) as mentioned in the Act/Statutes;
- 2.4 'Appointment' means initial recruitment or first appointment in the University;
- 2.5 'Committee' means a committee constituted by the competent authority for the purpose to resolve issues/problems pertaining to such appointments;



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- 2.6 'Department/Institute/College/Centre/Section' means a Teaching Department/Institute/College/Centre/Administrative Section established and maintained by the University;
- 2.7 'Employee' means a person in the service of the University as defined in Section 1.4 of these Rules;
- 2.8 'Family' means family for the purpose of entitlement of benefits under these Rules includes the following relatives of the employee:
- 2.8.1 'Wife or Wives' in case of a male employee (unless there is a judicial separation, wife continues to be a member of the employee's family irrespective of the fact whether she has been living with him or not;
- 2.8.2 'Child' son and unmarried daughter/widow daughter/divorced daughter of the employee;
- 2.8.3 'Widow or Widows' wife or wives of the employee when he was alive;
- 2.9 'Government' means Government of Khyber Pakhtunkhwa;
- 2.10 'Head of Department/Institute/College/Centre/Section' means any person who is in-charge of the Teaching Department, Institute, College, Centre and Administrative Section, such as Chairman, Director or Principal etc. including a person who is officiating in such capacity;
- 2.11 'Selection Committee' means Selection Committee of the University and its composition as prescribed/approved under the prevailing Statutes;
- 2.12 'Statutes' means The Hazara University Statutes, 2016;
- 2.13 'Syndicate' means Syndicate of the University;
- 2.14 'University' means 'Hazara University Mansehra'; and
- 2.15 'Vice-Chancellor' means Vice-Chancellor of the University;

3. Preliminary:

Where the employee of the University dies during service, the appointing authority may appoint one of the family members i.e, child of such employee, or if the child has not attained the age prescribed for appointment in the prevailing Statutes of the University, the widow of such employee, to a post in any of the Basic Pay Scales of BPS-03 to BPS-11.

Provided that the child or the widow, as the case may be, possesses the minimum qualification prescribed for appointment to the post;

Provided further that if there are more than one child/widow of the deceased employee, preference shall be given to their mutual agreement or appoint the highly qualified or the elder one or may place the case to Selection Committee for proper decision, in either case;



Provided also that the University shall process the creation of post through relevant bodies i.e. Finance and Planning Committee and Syndicate, in case the post is not available at the time of receipt of application for appointment against the Deceased Employee Quota. If more than one vacancy in different pay scales are available at a time, and the child or the widow as the case may be, possesses the qualification and experience making him/her eligible for the higher rank of Basic Pay Scale BPS, he/she may be appointed on the higher rank of BPS;

Provided also that age relaxation up to a maximum of 10-years to the child or widow of the deceased employee may be provided, if required, but it shall be subject to the approval of Syndicate;

Provided further that appointment shall not be made against the said quota, if it is found that the deceased employee was involved in terrorism, subversive or anti-state activities;

Provided also that Selection Committee of the University shall verify the candidate for fulfillment of the required qualification and experience for the post as prescribed in the prevailing Statutes of the University;

4. Method of Appointment:

- 4.1 The appointment against Deceased Employee Quota shall be made as initial recruitment through Selection Committee;
- 4.2 The process for appointment under these Rules shall be initiated by the concerned Department/Institute/College/Centre/Section in which the deceased employee was employed, irrespective of his/her district of domicile and the pay scale in which the family member of the deceased employee is considered for appointment;
- 4.3 The Office of Registrar shall maintain the list of family members of the deceased employees;
- 4.4 The Office of the Registrar shall place the case before the Selection Committee for recommendations to the Competent Authority i.e. Vice-Chancellor for approval on the basis of the principle of first come first serve.

Provided that the application under Deceased Employee Quota be processed within a period of six months from the date of receipt of such application.

"These rules shall also be applicable to those employees of the University who died before the enactment of these rules"


